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| Employee Printed Name: | Juson Axthelm |
|------------------------|---------------|
| Employee Signature:    | John          |
| Date:                  | 2/12/2019,    |
|                        |               |

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| Employee Printed Nar | me: James E Good |
|----------------------|------------------|
| Employee Signature:_ | 1/1/2 //N        |
| Date:                | 2-17-19          |
|                      |                  |

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| Employee Printed Name: OPD ROHWEDER |
|-------------------------------------|
| Employee Signature:                 |
| Date: 3/18/2019                     |
|                                     |

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| Employee Printed Name: Micah Crane |  |
|------------------------------------|--|
| Employee Signature: Mul Co         |  |
| Date: 2/14/2019                    |  |

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| Employee Printed Name: Nate Eilus |  |
|-----------------------------------|--|
| Employee Signature:               |  |
| Date: 2/15/18                     |  |

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| Employee Printed Name: <u>We'l Bashu's</u> |
|--------------------------------------------|
| Employee Signature: Neil Bashes            |
| Date: 2/15/2019                            |

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| Employee Printed Name: Steve Hild |  |
|-----------------------------------|--|
| Employee Signature: Scaffel       |  |
| Date: 2-12-19                     |  |

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| Employee Printed Name: | Stitle |
|------------------------|--------|
| Employee Signature:    |        |
| Date: 2 - 8 - 19       |        |

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| Employee Printed Name: Agon L. Degney |  |
|---------------------------------------|--|
| Employee Signature:                   |  |
| Date: 2-8-2019                        |  |

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| Employee Printed Name: (NGC) 1001119 |  |
|--------------------------------------|--|
| that m                               |  |
|                                      |  |
| Employee Signature:                  |  |
| C 19                                 |  |
| Date:                                |  |

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| Employee Printed Name: _ | JAVP. ANDERSON |  |
|--------------------------|----------------|--|
| Employee Signature:      | Jal anderson   |  |
| Date:                    | 2-8-2019       |  |

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| Employee Printed Name: Krista Rice |
|------------------------------------|
| Employee Signature:                |
| Date: 2 8 2019                     |

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| Employee Printed Name: | BRANTE |
|------------------------|--------|
| Employee Signature:    | 100    |
| Employed digitatore    |        |
| Date: 2 /6 / /9        |        |
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| Employee Printed Name: Ruth H. Tewes |
|--------------------------------------|
| Employee Signature:                  |
| Date: 2/4/19                         |

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| Inalla 1, and love 1   |   |
|------------------------|---|
| Employee Printed Name: | _ |
| Employee Signature:    |   |
| Date: 2. 0.2019        |   |
|                        |   |

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| Employee Printed Name: Don UHRMACHER       |
|--------------------------------------------|
| Employee Signature: Donall (2) I Immunited |
| Date: 2/6/20/9                             |
|                                            |

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| Employee Printed Name: | Chris Johnson |  |
|------------------------|---------------|--|
| Employee Signature:    | Chris Johnson |  |
| Date: <u>2/5/2019</u>  |               |  |

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| Employee Printed Name: | Peter Revell |
|------------------------|--------------|
| Employee Signature:    | Petr Revell  |
| Date: 2-5-19           |              |

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| Employee Printed Name: | Mark Shan |  |
|------------------------|-----------|--|
| Employee Signature:    | - Cul M   |  |
| Date:                  | 2/5/19    |  |

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| $\langle h \rangle$            | Employee Printed Name: _ | AWIHERY W GCH                |  |
|--------------------------------|--------------------------|------------------------------|--|
| Employee Signature: / /// // / | Employee Signature:      | $\mathcal{L}(\mathcal{A}())$ |  |
| Date: 75 7019                  | Date: 7/5/1019           |                              |  |

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| Employee Signature:    |
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| Employee Printed Name: <u>Carre</u> T | Findas         |
|---------------------------------------|----------------|
| Employee Signature:                   | 17 Film (1997) |
| Date: 2-5-19                          |                |
| Date.                                 |                |

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|-----------------------------------|
| Employee Signature: Whten Lee     |
| Date: 2/5/19                      |
|                                   |

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| Employee Prir | nted Name: ˌ | Barbara Forsman |
|---------------|--------------|-----------------|
| Employee Sig  | nature:      | Babara Forsman  |
| Date:         | 2/5/2019     | ·               |
|               |              |                 |

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By signing below, I acknowledge:

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1/

- I understand the company's disciplinary process for inappropriate use of customers' information.
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| Employee Printed Name: | Kasey    | Kobinson | , |
|------------------------|----------|----------|---|
| Employee Signature:    | asin Pol | Suson    |   |
| 21-                    | 110      |          |   |
| Date:                  | 177      |          |   |

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| Employee | e Printed Name: Kyan Huderson |
|----------|-------------------------------|
| Employee | Signatura                     |
| Employee | e Signature:                  |
| Date:    | 2/5/19                        |

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| Employee Printed Name: Maissa Munch |  |
|-------------------------------------|--|
| Employee Signature:                 |  |
| Date: 2   5   2019                  |  |

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| Employee Printed Name: | David Darling |  |
|------------------------|---------------|--|
| Employee Signature:    | Jal Day       |  |
| Date: 2/5//9           |               |  |

#### **EMPLOYEE CPNI TRAINING CERTIFICATION**

On an annual basis an officer of our company must certify to the Federal Communications Commission (FCC) that it has established procedures that are adequate to ensure compliance with the FCC's Customer Proprietary Network Information (CPNI) rules.

One of the things that the officer is certifying to is that employees, especially those that have access to CPNI, have been trained on the CPNI rules. The training includes, but is not limited to, when employees are and are not authorized to use CPNI, and the authentication methods the company is using.

Our company's policy is to provide the training to all new employees when hired and then on an on-going annual basis, or more frequently, if needed.

- I have received the required training.
- I understand the company's procedures for protecting customers' information.
- I understand the company's disciplinary process for inappropriate use of customers' information.
- I understand that if I have any questions at any time regarding the rules, I should immediately contact Krista Rice.

| Employee Printed Name: Andrew Hartwig |  |
|---------------------------------------|--|
| Employee Signature:                   |  |
| Date: ØS FEB 2019                     |  |

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| Employee Printed Name: Serry Hulscher |  |
|---------------------------------------|--|
| Employee Signature:                   |  |
| Date: 2/5/2019                        |  |

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| Employee Printed Name: Kyle Mc Cornick |  |
|----------------------------------------|--|
| Employee Signature:                    |  |
| Date: 2/5/19                           |  |

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| Employee Printed Name: _ | Jesse | Skolnik |          |
|--------------------------|-------|---------|----------|
| Employee Signature:      | CA LL |         |          |
| Date: 2/5/2019           |       |         |          |
|                          |       |         | <i>a</i> |

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| Employee Printed Name: | John Skuban II |
|------------------------|----------------|
| Employee Signature:    | at Ma          |
| Date: 2/5/19           |                |

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| Employee Printed Name: |
|------------------------|
| Employee Signature:    |
| Date:                  |